MAS-20030912 kramercy

File Date

Case 1:03-cv-12419-Recommon Country of Massalery 12/10/2003 Page 1 of 15

NORFOLK SUPERIOR COURT

Case Summary Civil Docket

FILED IN CLERKS OFFICE 12/05/2003 09:06 AM

NOCV2003-01621 2683 BEC 10 A 11: 03 Pillow v Sonepar Distribution New England Inc et al

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Status Date B - Civil B LISTRIUT UF MASS. 12/05/2003 Session Origin

Case Type B22 - Employment Discrimination

Lead Case Track

Service 11/27/2003 Answer 01/26/2004 Rule12/19/20 01/26/2004 Rule 15 01/26/2004 Discovery 06/24/2004 Rule 56 07/24/2004 **Final PTC** 08/23/2004 **Disposition** 10/22/2004 Jury Trial Yes

2281128

Plaintiff

Robert A Pillow Active 08/29/2003 Private Counsel 634218

Daniel S O'Connor Shaevel & Krems 141 Tremont Street Boston, MA 02111 Phone: 617-556-0244 Fax: 617-556-0284 Active 08/29/2003 Notify

Defendant

Sonepar Distribution New England Inc Served: 11/26/2003 Served (answr pending) 11/26/2003

Private Counsel 547944

Jennifer Catlin Tucker Sullivan Weinstein & McQuay 2 Park Plaza Suite 610 Boston, MA 02116

Phone: 617-348-4300 Fax: 617-348-4343 Active 12/02/2003 Notify

Defendant

Carl Brand

Served: 11/24/2003

Served (answr pending) 11/24/2003

*** See Attorney Information Above ***

Defendant

Mark Peterson

Served: 11/24/2003

Served (answr pending) 11/24/2003

*** See Attorney Information Above ***

Date Paper Text

08/29/2003 1.0 Complaint entry fee \$275 plff jury claim

Origin 1, Type B22, Track F.

08/29/2003

MAS-20030912 kramercy

Case 1:03-cv-12419-RE6mmonwement 5 Massier usetts 0/2003

Page 2 of 15

12/05/2003 09:06 AM

NORFOLK SUPERIOR COURT **Case Summary** Civil Docket

NOCV2003-01621 Pillow v Sonepar Distribution New England Inc et al

Civil action cover sheet filed fast track notice sent to plff attorney
fast track notice sent to off attornov
and a many section optified Diff Official IEA
ONE TRIAL review by Clerk, Case is to remain in the Superior Court
SERVICE RETURNED: Carl Brand(Defendant), L&U on 11/24/03
SERVICE RETURNED: Mark Peterson(Defendant), in hand on 11/24/03
SERVICE RETURNED: Sonepar Distribution New England Inc(Defendant)
in hand to Janet Cormier, clerk & Agent person inchg. s/o 11/26/03)
Pleading, Notice of Removal, returned to Jennifer Catlin Tucker,
Esq.: This document must have the docket number from US District
Court stamped on it
Case REMOVED this date to US District Court of Massachusetts
)))

COMMONWEALTH OF MASSACHUSETTS

NORFOLK, ss.

SUPERIOR COURT DEPARTMENT Docket No.:

Robert A. Pillow, Plaintiff

v.

Sonepar Distribution New England, Inc.

And

Carl Brand, in his individual capacity,

And

Mark Peterson, in his individual capacity, Defendants 03 01621

Complaint



I. <u>Preliminary Statement</u>

- 1. This is an action for damages and injunctive relief arising out of the termination of Robert A. Pillow
- 2. This complaint contains the following claims: Count I G.L. c. 151B Age Discrimination; Count II G.L. c. 151B aiding and abetting by Peterson; Count III Tortious interference with contractual relations by Peterson personally; Count IV G.L. c. 151B aiding and abetting by Brand; Count V Tortious interference with contractual relations by Brand personally; Count VI ADEA Age Discrimination; and Count VII Reliance.

II. Jurisdiction and Venue

- 3. This court has jurisdiction of the counts alleging unlawful discrimination under G.L. c. 151B in accordance with G.L. Chapter 151B, § 9.
- 4. The plaintiff timely filed a complaint at the Massachusetts Commission Against Discrimination and Equal Employment Opportunity Commission and more than 90 days have elapsed since the filing.

- 5. This court has jurisdiction of the counts sounding in tort pursuant to G.L. c. 212, § 4.
- 6. The action complained of herein occurred in Norfolk County and venue is properly laid in Norfolk County.

III. Parties

- 7. The plaintiff, Robert A. Pillow, resides at 204 Birch Bark Drive, Hanson, MA 02341.
- 8. The defendant, Sonepar Distribution New England, Inc. (formerly known as Sonepar Distribution US, Inc.) is a foreign corporation operating within Massachusetts. (hereafter referred to as Sonepar).
- 9. Eagle Electric Supply Co is a division of Sonepar.
- 10. Eagle Electric Supply Co is located at 135 Will Drive, Canton MA 02021 in Norfolk County.
- 11. Sonepar, at the relevant time, had 20 or more employees
- 12. The defendant, Mark Peterson was, at the relevant time, the President of Sonepar.
- 13. The defendant Carl Brand was, at the relevant time, the Vice President of Sales of Sonepar.

Count I – G.L. c. 151B – Age Discrimination

- 14. Pillow was born on September 14, 1940.
- 15. Pillow worked for Eagle Electric Supply Co. ("Eagle Electric") from 1966 until 1978.
- 16. Pillow returned to work for Eagle Electric in 1985 and I worked there continuously from that time until his termination on September 8, 2000.
- 17. Eagle Electric was bought by Sonepar Distribution US, Inc., in or about September of 1999.
- 18. Pillow worked as a salesman for Eagle Electric/Sonepar.
- 19. Pillow was a very effective salesman.

- 20. In his last full year at Eagle Electric/Sonepar Pillow's accounts increased approximately 18% in gross sales over the prior year.
- 21. Pillow was never reprimanded or disciplined while working at Eagle Electric/Sonepar.
- 22. The only reason given to Pillow for his termination was that he did not have sufficient technical knowledge to service the Original Equipment Manufacturing (OEM) customers.
- 23. Pillow had as much, or more, technical knowledge than the other salesmen and, in particular, Pillow had more technical knowledge regarding OEM products than the younger employees who were retained when he was fired.
- 24. Sonepar terminated Pillow on account of his age.
- 25. As a result thereof, Pillow suffered loss of income, loss of benefits, loss of personal and professional reputation, loss of professional opportunities and other losses including emotional distress and mental suffering.

Count II – G.L. c. 151B – Peterson aided and abetted Sonepar in its unlawful conduct

- 26. The allegations of Count I paragraphs one through twenty-five are incorporated herein by reference.
- 27. Mark Peterson at one point asked Pillow when he would retire.
- 28. Peterson aided and abetted Sonepar in its unlawful conduct.
- 29. Peterson's conduct was outrageous and grounds for condemnation and deterrence.
- 30. As a result of Peterson's conduct, Pillow suffered loss of income, loss of benefits, loss of personal and professional reputation, loss of professional opportunities and other losses including emotional distress and mental suffering.

Count III - Tortious interference with contractual relations by Peterson personally

- 31. The allegations of paragraphs one through thirty are incorporated herein by reference.
- 32. Pillow had an at will employment contract with Eagle Electric/Sonepar.

- 33. Peterson interfered with that contract by terminating Pillow for unjustified reasons.
- 34. As a direct and proximate result of Peterson's interference, Pillow suffered loss of income, loss of benefits, loss of personal and professional reputation, loss of professional opportunities and other losses including emotional distress and mental suffering.

Count IV - G.L. c. 151B - Brand aided and abetted Sonepar in its unlawful conduct

- 35. The allegations of paragraphs one through thirty-five are incorporated herein by reference.
- 36. Peterson hired Brand as Vice President of Sales and Brand officially started as V.P. of Sales for Eagle Electric on July 30, 2000.
- 37. There was minimal interaction between Brand and Pillow for the five weeks that they worked together.
- 38. In terms of personal contact, there was only a single 10-15 minute one-on-one meeting between Brand and Pillow before Pillow's discharge on September 8, 2000.
- 39. Brand never went on a sales call with Pillow.
- 40. Sometime in August 2000, Peterson and Brand met with Carl Svendsen, the Vice President of Engineering, and asked him to assess the account manager's technical skills.
- 41. Svendsen responded to the request in that meeting and gave his perception of the technical skills of the account managers.
- 42. Svendsen made the assessment without speaking to any of the sales engineers; without speaking to any of the customers of the company; without speaking to the account managers themselves and without reviewing any documentation.
- 43. Svendsen gave his opinion on the technical skills of the account managers after considering the question for 10-15 minutes.
- 44. Brand allegedly spoke with John McWeeney about the technical skills of the account managers.

- 45. At the time, McWeeney did not work for Sonepar.
- 46. Brand based his decision to recommend the dismissal of Pillow on the conversations with Svendsen and McWeeney.
- 47. Brand performed a sham investigation into Pillow to create a pretext for the termination.
- 48. Brand aided and abetted Sonepar in its unlawful conduct.
- 49. Brand's conduct was outrageous and grounds for condemnation and deterrence.
- 50. As a result of Peterson's conduct, Pillow suffered loss of income, loss of benefits, loss of personal and professional reputation, loss of professional opportunities and other losses including emotional distress and mental suffering.

Count V - Tortious interference with contractual relations by Brand personally

- 51. The allegations of paragraphs one through fifty-one are incorporated herein by reference.
- 52. Pillow had an at will employment contract with Sonepar.
- Brand interfered with that contract by performing a sham investigation into Pillow and recommending that Pillow be terminated based upon the results of the investigation.
- 54. As a direct and proximate result of Brand's interference, Pillow suffered loss of income, loss of benefits, loss of personal and professional reputation, loss of professional opportunities and other losses including emotional distress and mental suffering.

Count VI - ADEA - Age Discrimination

- 55. The allegations of paragraphs one through fifty-five are incorporated herein by reference.
- 56. Sonepar terminated Pillow because of his age in violation of the Age Discrimination in Employment Act of 1967 (ADEA), 29 U.S.C. Sections 621 et seq.
- 57. The discriminatory conduct was willful.

As a result thereof, Pillow suffered loss of income, loss of benefits, loss of personal and professional reputation, loss of professional opportunities and other losses including emotional distress and mental suffering.

Count VII - Reliance

- 59. The allegations of paragraphs one through fifty-eight are incorporated herein by reference.
- 60. In November or 1999, Peterson told Pillow to lease a car in his name.
- When Mr. Pillow expressed concern about taking responsibility for the lease, Peterson said to him, "don't worry about it, you're not going anywhere," and he convinced Pillow to lease the car.
- 62. Pillow leased a car and was obliged to pay lease payments in the amount of \$487.00 per month for the term of the lease.
- When making the decision to lease the car, Mr. Pillow relied to his detriment upon the representation of Sonepar that he (Mr. Pillow) would remain with the company and the company would pay the lease.
- 64. Pillow has a claim for detrimental reliance against Sonepar.

WHEREFORE, the plaintiff demands judgment of the defendant for damages, costs and interest.

Specifically, Pillow demands that:

- A. He is reinstated to his former position.
- B. He is awarded back pay, front pay, damages for reduction in pension, and other compensatory damages with interest thereon.
- C. He is awarded emotional distress damages.
- D. He is awarded punitive damages.
- E. He is awarded attorneys fees.
- F. Sonepar reimburse Pillow for the car lease payments he assumed after relying on Peterson's representations that Pillow would remain with Sonepar.

G. The plaintiff requests that the court grant such other relief as appears just and proper.

PLAINTIFF HEREBY DEMANDS A TRIAL BY JURY OF ALL CLAIMS SO TRIABLE.

Respectfully submitted, Robert A. Pillow, By his attorneys,

Daniel S. O'Connor BBO # 634218

William H. Shaevel BBO # 452840 Shaevel & Krems 141 Tremont Street Boston, MA 02111 (617) 556-0244

Dated: August 27, 2003

A TRUE COPY

Deputy Assistant Clerk

Case 1:03-cv-12419-F	RBC Document 5 [DOCKET NO.(S)	Filed 12/10/20	03 Page 10 of 15
CIVIL ACTION COVER SHEET	03 01621		Trial Court of Massachusetts Superior Court Department
	00 02	<u></u>	County:
PLAINTIFF(S) Robert A. Pillov	v.	· ·	Distribution New England, Inc.
ATTORNEY, FIRM NAME, ADDRESS AND TELE		Mark Pet	erson
William H. Shaevel and I Shaeyel & Krems			
141 Tremont St., Boston, Board of Bar Overseers number: 452840 ar	. ΜΑ Ω2111	f .	Gadon & Rosen, P.C.
	Origin code and	track designati	on
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1. F01 Original Complaint		trial)	(X)
2. F02 Removal to Sup.Ct. C.2	231,s.104		Reactivated after rescript; relief from
(Before trial) (F) 3. F03 Retransfer to Sup.Ct. C	`221 o 1000 (V)		nent/Order (Mass.R.Civ.P. 60) (X)
			Summary Process Appeal (X)
CODE NO. TYPE OF AC	FOF ACTION AND TRACK TION (specify) TRACK	DESIGNATION (IS THIS A	See reverse side) A JURY CASE?
B22Employment D			
	Discrimination (F)	(X)Yes	() No
money damages For this for	o and detailed stateme	nt of the facts	on which plaintiff relies to determi
mency damages. For this lor			claims; indicate single damages or
	TORT (
A. Documented medical expenses	(Attach additional st	neets as necessa	iry)
1 Total hospital expenses			10 10 10 10 10 10 10 10 10 10 10 10 10 1
Total Doctor expenses		* * * * * * * * * * * * * * * * * * * *	Subtotal \$
3. Total chiropractic expense	S		50 6
4. Total physical therapy expe	enses		E. H. C.
Total other expenses (designation)	cribe)		**************************************
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Documented lost wages and co	mpensation to date		168,558
 Documented property damages 	to date		¢
. Heasonably anticipated future fr	nedicai and nospital expense	es	¢
Preasonably anticipated lost was	ges		\$60,000
Differ documented items of dam D.	nages (describe) amages on reliance co	ount from pay	ment of car lease 🐧 11,928
Brief description of plaintiff's inju	ry, including nature and ext	ent of injury (des	cribe)
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Deputy Assistant Clerk			
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PLEASE IDENTIFY, BY CASE NUM	BER NAME AND COUNTY	ANV DELATED	ACTION DEADING IN THE CHIPTING
PLEASE IDENTIFY, BY CASE NUMBER, NAME AND COUNTY, ANY RELATED ACTION PENDING IN THE SUPERIOR COURT DEPARTMENT			
		·	
"I hereby certify that I have complied with the requirements of Rule 5 of the Supreme Judicial Court Uniform Rule: Dispute Resolution (SJC Rule 1:18) requiring that I provide my clients with Information about court-connected dispute the state of the Supremental Rule:			
propare resolution (SUC Rule 1:18	si requiring that I nrovide t	mv cliante with i	information observations at a second as a second at 12
resolution services and discuss w	ith them the advantages a	nd disadvantag	es of the various methods."
Signature of Attorney of Record	amil Ole		DATE: 8/28/0
VTC-6 mto005-11/00			DAIL. Ofcoto

3.1

(TO PLAINTIFF'S ATTORNEY:

PLEASE CIRCLE TYPE OF ACTION INVOLVED:-TORT - MOTOR VEHICLE TORT - CONTRACT -EQUITABLE RELIEF OTHER.)

COMMONWEALTH OF MASSACHUSETTS

NORFOLK, ss.

SUPERIOR COURT CIVIL ACTION

NO. 03-01621

A TRUE COPY

Attest: M Deput Assistant Clerk

Robert A. Pillow, Plaintiff(s)

RECEIVED & FILED Sonepar Distribution New England, Inc. and CLERK OF THE COURTS Carl Brand, in his individual capacity, and CLERK OF THE COUNTY NGREOLK COUNTY Mark Peterson, in his, Defendant(s) 11/26/23 individual capacity

SUMMONS

To the above-named Defendant: Carl Brand, 2 Arbella Road, Bedford, MA 01730

Daniel S. O'Connor You are hereby summoned and required to serve upon Shaevel & Krems, 141 Tremont Street, Boston, MA 02111, an answer to the complaintiff's attorney, whose address is ... plaint which is herewith served upon you, within 20 days after service of this summons upon you, exclusive of the day of service. If you fail to do so, judgment by default will be taken against you for the relief demanded in the complaint. You are also required to file your answer to the complaint in the office of the Clerk of this court at Dedham either before service upon plaintiff's attorney or within a reasonable time thereafter.

Unless otherwise provided by Rule 13(a), your answer must state as a counterclaim any claim which you may have against the plaintiff which arises out of the transaction or occurrence that is the subject matter of the plaintiff's claim or you will thereafter be barred from making such claim in any other action.

WITNESS, SUZANNE V. DELVECCHIO, Esquire, at ... Boston the .twenty first

in the year of our Lord two thousand and ...three day of

NOTES:

1. This summons is issued pursuant to Rule 4 of the Massachusetts Rules of Civil Procedure.

2. When more than one defendant is involved, the names of all defendants should appear in the caption. If a separate summons is used for each defendant, each should be addressed to the particular defendant.

(TO PLAINTIFF'S ATTORNEY:

PLEASE CIRCLE TYPE OF ACTION INVOLVED:-TORT - MOTOR VEHICLE TORT - CONTRACT -EQUITABLE RELIEF (OTHER)

COMMONWEALTH OF MASSACHUSETTS

NORFOLK, ss.

SUPERIOR COURT CIVIL ACTION

NO. 03-01621

A TRUE COPY

Attest:

Robert A. Pillow

....., Plaintiff(s)

Sonepar Distribution New England, Inc. and Carl Brand, in his individual capacity, and Mark Peterson, in his Defendant(s) individual capacity

RECEIVED & FILED CLERK OF THE COURTS NOHEULK COUNTY

11/26/03

SUMMONS

To the above-named Defendant: Mark Peterson, 24 Tallard Road, Westford, MA 01886

You are hereby summoned and required to serve upon Daniel S. O'Connor Shaevel & Krems, 141 Tremont Street, Boston, MA 02111 an answer to the, an answer to the complaint which is herewith served upon you, within 20 days after service of this summons upon you, exclusive of the day of service. If you fail to do so, judgment by default will be taken against you for the relief demanded in the complaint. You are also required to file your answer to the complaint in the office of the Clerk of this court at Dedham either before service upon plaintiff's attorney or within a reasonable time thereafter.

Unless otherwise provided by Rule 13(a), your answer must state as a counterclaim any claim which you may have against the plaintiff which arises out of the transaction or occurrence that is the subject matter of the plaintiff's claim or you will thereafter be barred from making such claim in any other action.

WITNESS, SUZANNE V. DELVECCHIO, Esquire, at Boston thethe

day of, in the year of our Lord two thousand and November

Clerk.

1. This summons is issued pursuant to Rule 4 of the Massachusetts Rules of Civil Procedure.

When more than one defendant is involved, the names of all defendants should appear in the caption. If a separate summons is used for each defendant, each should be addressed to the particular defendant.

Case 1:03-cv-12419-RBC Document 5 Filed 12/10/2003

(TO PLAINTIFF'S ATTORNEY: PLEASE CIRCLE TYPE OF TORT - MOTOR VEHICLE TORT - CONTRACT -

EQUITABLE RELIEF - (OTHER.)

COMMONWEALTH OF MASSACHUSETTS

NORFOLK. ss.

NORFOLK COUNTY

SUPERIOR COURT CIVIL ACTION

Clerk.

NO. 03-01621

Robert A. Pillow

...., Plaintiff(s)

A TRUE COPY

Sonepar Distribution New England, Inc, and Carl Brand, in his individual capacity, and Mark Peterson. in his, Defendant(s) individual capacity

SUMMONS

Sonepar Distribution New England, Inc. To the above-named Defendant: 135 Will Drive, Canton, MA 02021

You are hereby summoned and required to serve upon Daniel S. O. Connor......, Shaevel & Krems, 141 Tremont Street, an answer to the complaintiff's attorney, whose address is . plaint which is herewith served upon you, within 20 days after service of this summons upon you, exclusive of the day of service. If you fail to do so, judgment by default will be taken against you for the relief demanded in the complaint. You are also required to file your answer to the complaint in the office of the Clerk of this court at Dedham either before service upon plaintiff's attorney or within a reasonable time thereafter.

Unless otherwise provided by Rule 13(a), your answer must state as a counterclaim any claim which you may have against the plaintiff which arises out of the transaction or occurrence that is the subject matter of the plaintiff's claim or you will thereafter be barred from making such claim in any other action.

twenty first WITNESS, SUZANNE V. DELVECCHIO, Esquire, atthethe day of, in the year of our Lord two thousand and

NOTES:

This summons is issued pursuant to Rule 4 of the Massachusetts Rules of Civil Procedure.

2. When more than one defendant is involved, the names of all defendants should appear in the caption. If a separate summons is used for each defendant, each should be addressed to the particular defendant.

CIVIL	ACTION
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Trial Court of Massa	hus
Superior Court Dep	irtm

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AINTIFF(S)	County:	
Robert A. Pillow	Sonepar Distribution New Engl Carl Brand	nd, Inc.
ATTORNEY, FIRM NAME ADDRESS AND TELEPHONE	Mark Peterson	-
William H. Shaevel and Daniel S. O'Connor Shaevel & Frems 141 Tremont St. Boston Ma 02111	ATTORNEY (Uknown) James Bucci Spector, Gadon & Rosen, P.C. Seven Penn Center	
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Origin code and	Philadelphia, PA 19103 track designation	
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1. F01 Original Complaint	4. F04 District Court Appeal c.231, s trial) (X)	37 &104 (After
2: F02 Removal to Sup.Ct. C.231,s.104	5. F05 Reactivated after rescript; relie	Eu_
(Before trial) (F)	judgment/Order (Mass.R.Civ.P. 60)	i itom ✓
☐ 3. F03 Retransfer to Sup.Ct. C.231,s.102C (X)	6. E10 Summary Process Appeal (X)	^ J·
TYPE OF ACTION AND TRACK DODE NO. TYPE OF ACTION (specify) TRACK	DESIGNATION (See revers : side) IS THIS A JURY CASE?	
	THE RUBIN DAGE!	•
_B22Employment Discrimination (F)	(X)Yes ()No	
he following is a full, itemized and detailed statemen	it of the facts on which plaintiff relies	o determine
noney damages. For this form, disragard double or to	rebie damage claims; indicate single c	images only.
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(Attach additional shi	eels as necessary)	
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Total chiropractic expenses Total physical therapy expenses Total other expenses (describe)		
5. Total other expenses (describe)	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
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Documented lost wages and compensation to date Documented property damages to date		
Reasonably anticipated future medical and hospital expenses Reasonably anticipated lost wages	· · · · · · · · · · · · · · · · · · ·	
Reasonably anticipated lost wages Other documented items of damages (describe) Damages on reliance cou	TE from name of	.60,000
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	TOTAL \$	40,468
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vide a detailed description of claim(s):		}
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-6 mb:005-11/9;		

Case 1:03-cv-12419-RBC Document 5 Filed 12/10/2003 Page 15 of 15

Commonwealth of Massachusetts County of Norfolk The Superior Court

CIVIL DOCKET # NOCV2003-1 1621

Pillow v Sonepar Distribution New England Inc et al RE:

TO:Daniel S O'Connor, Esquire Shaevel & Krems 141 Tremont Street Boston, MA 02111

TRACKING ORDER - F TRACK

You are hereby notified that this case is on the track referenced above as pe Superior Court Standing Order 1-88. The order requires that the various stages of litigation described below must be completed not later than the deaclines indicated.

STAGES OF LITIGATION DEADLINE

Service of average	: SPACE INC
Service of process made and return filed with the Court Response to the complaint filed (also see MRCP 12) All motions under MRCP 12, 19, and 20 filed All motions under MRCP 15 filed All discovery requests and depositions completed All motions under MRCP 56 filed and heard Final pre-trial conference held and/or firm trial date set	11/27/4)03 01/26/2)04 01/26/2)04 01/26/2)04 06/24/2)04 07/24/2 04 08/23/2 04
The final pre-trial density	10/22/2 104

The final pre-trial deadline is not the scheduled date of the conference. You will

Counsel for plaintiff must serve this tracking order on defendant before the

This case is assigned to session B sitting in CtRm 3 Norfolk Superior Court.

Dated: 09/03/2003

Walter F. Timi. y. Clerk of Cou ls

BY:

Location: CtRm 3

Telephone: (781) 326-1600

Assistant Cle k